

May 11, 2016

Dear Robert,

I would like to thank you and Gisele for leading such a high impact Leadership Transformation for my team. This is the third organization that you have helped me to transform and accelerate growth. Each organization was in a different situation and in different geographies, but the results have always been the same.....outstanding. I have personally been able to witness the transformation that leaders of all levels have experienced after one of your programs. The transformation is immediate and it is sustainable. Again and again, I have been able to elevate my leadership skills to a higher level after my teams and I have worked with you.

Having collaborated with you for 8 years, I have a good sense of what you will be taking the team through. It is fun to see my team transform their individual and collective leadership. Watching the skeptics (who believe they have been through the best programs that major companies and universities have to offer) become the biggest advocates for these programs is just fantastic.

Even our basic language changes and we see a new future that was not seen before. We now have a bold promise that will help us achieve our vision of becoming a top-tier oncology organization.

I look forward to continuing our relationship and working with more teams in the future.

Best regards,

EVP & President, Oncology

Baxalta, Inc.